

10 November 1966

MEMORANDUM FOR: [REDACTED]

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SUBJECT : Foreign Service Officer Recruitment Sources

In one of our recent discussions I referred to certain data, obtained from the State Department, concerning the colleges and universities from which Foreign Service Officers are recruited. Since this subject has relevance to your study of the Career Training Program, I am summarizing in the following paragraphs information covering the periods 1957-1962 and 1963-1965, a total of about 8½ years.

I. FSO's Appointed 1957-1962

In early 1964 the College Relations Staff of the Department of State prepared a study of the schools from which FSO's were recruited over a 5½ year period during 1957-1962. A total of 926 officers were appointed during this period, drawn from 204 colleges and universities in the U.S. plus one in Canada. Ten schools stand out as the most prominent sources:

Harvard	60	6.5%
California	56	6.0%
Princeton	44	4.8%
Yale	41	4.4%
Georgetown	28	3.0%
Stanford	23	2.5%
Dartmouth	22	2.4%
Columbia	21	2.3%
Michigan	15	1.6%
Minnesota	15	1.6%
	—	—
Total	325	35.1%

GROUP 1
Excluded from automatic
downgrading and
declassification

An additional 26 schools were important contributors, as follows:

Virginia	13	Duke	7
Northwestern	12	Haverford	7
Wisconsin	11	Michigan State	7
Brown	11	Rochester	7
Florida	11	Swarthmore	7
Chicago	10	Texas	7
Washington	10	Tufts	7
Hamilton	9	Williams	7
Oberlin	9	Colgate	6
Smith	9	Cornell	6
Ohio State	8	Fordham	6
Pennsylvania	8	North Carolina	6
CCNY	7	St. John's (NY)	6
		Total	215

The other 383 officers appointed in this period represented a broad range of 169 schools, and 3 were appointed who were not college graduates. The total number of 926 appointed during this period represented, in 1964, 25% of the total FSO strength.

II. FSO's Appointed 1963-65

A sampling was conducted to ascertain the schools from which FSO's were appointed during the 3-year period 1963-65. A total of 188 were reviewed.* They came from 99 schools in the U.S. plus one each from Canada and Ireland. The ten leading sources were:

Harvard	13
Yale	8
Fletcher School of Law and Diplomacy	7
Princeton	7
School of Advanced International Studies	7
Univ. of California (Berkeley)	7
Columbia	5

Cornell	3
UCLA	3
Missouri	3
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Other schools (91)	63
	125
	—
Total	188

(WE do not have the total number appointed during this period.)

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Chief, Career Training Program